

Is leaders' mood contagious to team members? The mediator role of team mood and team potency in the relationship between leaders' mood and team performance.

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Purpose. This study tested the indirect effect of positive leader's mood on team performance through its influence on team mood and team potency. An important factor for the emergence of a shared mood in teams is the leader's spreading of his/her mood to his/her team members (eg George, 1995, 2000; Sy, Côté & Saavedra, 2005). Research on collective mood has also shown a significant relationship between the extent to which the shared emotional experiences are manifested and team performance (George, 1995; Totterdell, 1999, 2000). The impact of positive shared mood on team potency may explain this relationship. However, to date, no study has empirically tested this hypothesis.

Design/Methodology

The sample consisted of 125 work teams from Spanish banking organizations. Using longitudinal data collected in two times, a structural equation model was tested.

Results

The results of this study supported our mediation model. Specifically, 1) the positive leader's mood positively influences the positive team mood, 2) positive team mood positively influences on the team potency and finally 3) the team potency mediated the positive relationship between team mood and team performance over time.

Limitations

The longitudinal design only with two data collections.

Research/Practical Implications

The study of mood in work teams has opened new lines of work, including the relationship between positive leader's mood and positive team mood and the implications of this collective positive mood on the effectiveness of work teams.

Originality/Value

This study clarifies the indirect influence of leaders' mood on team performance testing a double mediation model.

Keywords: work teams, positive leader's mood, positive team mood, team potency, team performance.

